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Prairie Employer Review

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Shopping Centers Crop Up in America's Rural Towns

Shopping centers are mushrooming in cities all over the country. Despite complaints that they contribute to the demise of mid-town services, and recent rumblings of too much expansion at a time of slow growth, the American public is now accustomed to "shopping under one roof."

But a fashionable, climate-controlled mall on the fringe of a small prairie town? One of the North Dakota communities trying out the concept is New Salem, population 1,100 and 35 miles due west of central Mandan-Bismarck.

Nestled below a butte carrying the looming 38-foot statue of a holstein cow, New Salem's tribute to the area dairy industry and novel tourist attraction, is the Golden West Shopping Center. Carl and James Goetz, two young area businessmen who own the million-dollar complex, have put a lot of personal labor into its rustic western decor. Eleven stores and offices have now settled in since 1976, when it was cornered between Interstate I-94 and the main road into the town proper.

The economic woes suffered by business nationwide, coupled with last summer's drought in the state, are making prosperity tough to come by. Still, a gradual growth and conservative optimism have prevailed among the mall members. Several stores that were originally started by the Goetz family are now under new owners. One new location is available, and there are hopes for a restaurant on the upper floor.

Businesses range from a drug store,

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Hourly Wages Rise in January

Business owners will see another boost in the federal minimum wage on January 1 according to the U.S. Department of Labor's Wage and Hour Division. The pay rate for covered employees under the amended Fair Labor Standards Act is inching up from $3.10 to $3.35 an hour.

Subject to change are those retail or service firms with an annual gross volume in sales of at least $325,000. "Most other enterprises are also covered regardless of size," says Al Godes of the Wage and Hour office in Bismarck.

Employers are reminded that wage-hour provisions over recordkeeping and child labor remain the same. Workers will still receive wages of time-and-a-half for hours worked over 40 in a workweek. Godes pointed out that retail and service companies with a dollar volume of $250,000 or more which are no longer covered by the increase must continue to pay overtime and at least the minimum wage in effect when they were last covered.

Under state labor laws, hourly wages range from $2.80 for housekeeping jobs to $3.10 in clerical, sales and professional occupations. "Since federal requirements supersede whenever they are higher," says Godes, "businesses that aren't sure about whether they're included in the increase can get in touch with the Bismarck or Fargo office of the Wage and Hour Division." ■

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grocery and hardware store, to a lounge, bottle shop and department store. Smaller firms include a beauty shop, laundromat, arcade, satellite medical clinic, and a sandwich bar. All of them rely on the center's attractiveness and convenience to keep New Salem customers and serve as a drawing card to the surrounding trade area and passing tourists.

Golden West's closeness to the highway was seen by Keith Kruger, owner of Gaebe's Pharmacy, as a definite boon to business. "Main Street America," he terms it. "During the summer I can often look up and see that half of my customers are from out of town."

"You have to expand to stay in this business today," he explains, having moved from downtown after 15 years. With double the space and more room for stock and merchandise variety, Kruger is finding a steady customer increase.

Considering his trade stable because of the constant demand and slow price increases for pharmaceuticals, the druggist understands the plight of other merchants. "It's a rough time to start a new business in a rural area," Kruger admits, "especially when high interest rates are strangling the farmers."

Despite ill feelings from some of the residents and downtown merchants at the beginning, Kruger has found the shopping mall gaining solid acceptance. "We are bringing people into the town that might otherwise have passed us by."

The mall's favorable location was also considered by Darlene and Allyn Lennie, owners of the A Bar D Department Store. Feeling the town needed a general store with a good clothing selection, the Lennies have developed a fairly profitable trade in four years. The amount in stock hasn't risen dramatically, but business is growing through expanded variety in luxury and convenience items. At the same time, they specialize in the western styled clothes preferred by local customers.

Keeping a positive outlook on the upcoming Christmas season and following year, Mr. and Mrs. Lennie say weather will be a big factor. "When it's nice out, more families tend to go to Bismarck and shop," Mr. Lennie explains, "but considering the cost of gas, they could get a better buy here."

Norman Sheets, manager of Jack's Super Valu, echoes the other proprietors' belief that good selection, fair prices and strong local advertising have kept them competitive with larger trade centers. "I'm constantly using weekly surprise buys — manufacturing discounts passed on to the customers," Sheets says.

Although he feels food retail doesn't tend to fluctuate as much as other businesses in hard times, the grocer is pleased with the substantial gain in customers recently. "Convenience is probably an even bigger factor than price."

Of all the pluses cited by the Golden West shopkeepers, its friendly small-town atmosphere was the most unique and important. "The relaxed, personal contact you have when selling to someone you know makes for loyal customers," emphasizes Sheets.

It also keeps owners on their toes according to Dave Strinden of Golden West Our Own Hardware. "Small businesses have to be good to every customer who walks in — they can't afford to make them mad," he points out.

A center retailer for one year, Strinden considers the hardware business one of the hardest hit by the recession. "Farmers used to come in and buy an

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PRAIRIE EMPLOYER REVIEW

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JOB SERVICE North Dakota

Reduced Growth is Buffered Effect of Recession

Last June the **Prairie Employer Review** carried an article indicating that the recession has hurt North Dakota, but has not been as devastating as in other parts of the nation.

"Recession — North Dakota Style" was based on April 1980 labor force data. But what has happened in the past six months? Has the recession finally caught up with us? Or are we still able to sit on the fringe, safe in the knowledge that it has not affected this state to any great extent?

Movements in nonagricultural wage and salary employment, which comprises about three-fourths of the total labor force, help draw an updated economic profile. A review of this category during the past five years reveals that employment usually rises from 10,000 to 16,000 between April and October. In 1980, the gain was slightly less than 6,000.

A closer look readily identifies the industries which have carried the brunt of the decline. In a "normal" year, based on an average of the last five years, construction jobs would have increased by about 6,000. The number in 1980 rose by roughly 2,400.

The large amount of news coverage given the industry's troubles this year may have led many people to believe jobs in construction decreased. This is not true. Employment did rise on a seasonal basis, but at a reduced rate.

A second industry feeling the impact of a sagging industry is manufacturing. In the past five years the industry had an average growth of over 1,000 workers between April and October. Instead of an increase this year, employment has dropped slightly.

The nondurable goods sector of this industry fared quite well, with a 750 increase from food processing, but durable goods have suffered. Down by 790 this year, it usually increases by 500 to 600. The seasonal demand for concrete and concrete products, which normally affects a rise in durable goods employment, did again increase this year. However, a sharp reduction among firms producing machinery and transportation equipment, now down by 1,100 since April and by 1,400 compared to October of 1979, offset concrete growth. The same financial conditions affecting the construction industry caused the down-trend in this sector.

Other industries recorded more growth except government, which declined by 1,230 due to the hiring of temporary census workers in April. Employment in the mining and services industries increased at a rate greater than the five-year average. Other industries increased their employment at a rate below average.

North Dakota still has its own style of recession. All industries felt the impact of reduced growth this summer except manufacturing, which suffered a slight loss. Unemployment, although slightly above that experienced in other years, remains low when the rest of the country is taken into account. It appears that the recession is again showing milder effects in contrast to other states. ■

Problems in employee relations

Is a Late Paycheck Good Cause for Quitting?

The Situation:

Business owners rarely find employee absenteeism a problem on payday. Unfortunately for Joe Saylor, a salesclerk with Verco Office Supply, the reverse situation was causing him difficulties.

Paychecks mailed out by Verco's home office in another state were scheduled to arrive at the store by the first of each month. Lately, the Verco employee had been getting his check anywhere from a couple of days to two weeks behind schedule — creating a financial headache for both Saylor and his creditors.

On the following morning of one particular payday, Saylor stalked up to the manager's desk and demanded his wages. "The company has no good reason for continually putting a loyal worker like me in a bind like this," he said disgustedly.

"I'm sorry," the manager offered sympathetically. "I guess we'll all just have to weather it out for another day or so."

"But I can't wait," Saylor moaned "Not with bills stacked up and food to buy. Can't you give me temporary reimbursement out of petty cash like you did last month?"

"Sorry," the office head again replied, "I already checked it out with the home office and they said 'not this time'."

"Then they won't see me on the payroll any longer!" Saylor stormily responded.

When Saylor applied for unemployment benefits at the local Job Service office, Verco officials contested it, claiming he had left voluntarily. Saylor insisted, however, that his jobless situation fell under the law's definition of "good cause attributable to the employer."

Result:

Saylor receives his job insurance benefits. The job Service arbitrator ruled Saylor's walkout justifiable considering Verco's repeated failure to meet a timely payroll. Not only was the company deficient in giving any satisfactory explanation for the delays, but had refused to help out even when this created a crisis for their employee.

Comment:

Arbitrators and the courts have consistently favored employee rights in similar cases, even when the payroll delay has occurred only once or very infrequently. Putting teeth into Saylor's argument is the North Dakota labor law specifying that employers must pay employees wages "at least twice each calendar month or on regular agreed paydays designated in advance by the employer. . ."

Although legal action can be taken in disputes on unpaid wages, Alex Schmalz, deputy commissioner with the North Dakota Labor Department, encourages workers to first ask for the agency's assistance in reaching a satisfactory solution. "We can usually take care of the situation before a worker is forced to leave his employment or it winds up in court," said Schmalz. ■

Gleanings

Tom Haan

First, the bad news. . .

Payments to the unemployed are up . . .$32 million paid out this year. . . this is 36 percent more than last year's payout.

The money supply will get very tight and very expensive. . .intense political pressure applied to the Federal Reserve, prior to the election, has been lifted. . .plan on interest rates near 22 percent before March.

Who suffers the most?. . .new car purchases, housing starts, farm credit, installment loans are hardest hit.

Food costs continue to rise. . .declining supplies of beef and pork plus a leveling of poultry supplies will keep pushing prices. . .food service industry facing a triple crunch as rising minimum wages and prices run into decreasing disposable income.

Farmers, already strapped by the weather, rising costs, a fickle market, **need** a good crop next year. . .many will have trouble financing the '81 crop.

Housing, already scarce in some parts of the state, will get worse. . . some areas that had a 6 percent vacancy rate a year ago are now down to 2-2.5 percent. . .large areas of the state may end up with virtually no available housing until the money supply increases and interest comes down.

On the brighter side . . .

North Dakota is still not experiencing the deep-cycle recession bothering other parts of the nation.

Unemployment was 4 percent in October. . .the lowest rate this year for North Dakota and compares to 7.6 percent nationally.

Retail sales are picking up for the holidays. . .won't be a record year, but will be good. People are shopping the specials. . .buying quality. . .becoming "careful consumers." Sales in winter sports heavy outerwear are sluggish . . .need some snow to stimulate interest.

Farms are changing — we all know that. . .more hobby or retirement farms. . .more large farms (2,000 acres plus). . .less medium size farms. **Lots of interesting implications here**. . .affects the tax structure . . .skews farm equipment demand towards the small units and the very large. . .affects the distribution of political power. . .puts new demands on our transportation systems.

Farmers are changing too. . .over 36 percent now hold some kind of off-farm job. . .this does some interesting things to our rural economy. The new rural workers are filling an increased demand for experienced rural labor. . . second paychecks stimulate rural retail sales, help stabilize farm income and speed the trend towards fewer farms with livestock. . .young farmers can accumulate capital. . .soften the hardship of high costs, bad crops, etc.

Last month, we made a few comments on our projections for the labor market from 1980-85. . .also told you to write for a copy of the complete projections. . .many of you did and we got a little behind in sending them out. You should have them by now. . .if you haven't requested yet, you still can. ■

(MALL from page 2)

item just if it looked like a good deal. But the drought has forced only necessity sales," he concludes. Despite a difficult year, Strinden hopes such inventory changes as the addition of custom-made furniture will gain him more clientele. "Although a certain percentage of area people wil always drive to the cities," he adds.

"This mall has helped make New Salem more than just another dot on the map," Strinden says of his continued support for Golden West. "I'm convinced that in the next decade small towns with shopping centers will have a greater chance of existing."

Will rural plazas also experience the problems of urban-based centers? "Maybe the metro areas are already oversaturated with shopping malls," Goetz responds, "but this is new to Small Town USA. I don't think we are likely to see the same problems with competition." ■

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967=100)	Annual Average 1979	Oct. 1980	Sept. 1980	Oct. 1979	Percent Change from Sept. 1980	Percent Change from Oct. 1979	Percent Change Projected on Annual Basis
All Items	217.4	253.9	251.7	225.4	0.9	12.6	11.4
Food & Beverage	228.5	255.5	254.2	232.1	0.5	10.1	6.2
Housing	227.6	271.1	267.7	237.7	1.3	14.1	16.8
Apparel and Upkeep	166.6	183.9	182.2	171.0	0.9	7.5	11.4
Transportation	212.0	256.1	254.7	222.7	0.5	15.0	6.2
Medical Care	239.7	272.8	270.6	245.9	0.8	10.9	10.0
Entertainment	188.5	210.9	209.8	192.0	0.5	9.8	6.2

CIVILIAN LABOR FORCE

	Oct. 1980	Sept. 1980	Oct. 1979	Percent Change from Sept. 1980	Percent Change from Oct. 1979
UNITED STATES (In Thousands)					
Labor Force	105,181	105,034	103,595	0.1	1.5
Employment	97,176	97,207	97,474	-0-	-0.3
Unemployment	8,005	7,827	6,121	2.3	30.8
Unemployment Rate	7.6	7.5	5.9		
NORTH DAKOTA					
Labor Force	333,220	344,600	328,550	-3.3	1.4
Employment	319,930	329,190	320,030	-2.8	-0-
Unemployment	13,290	15,410	8,520	-13.8	56.0
Unemployment Rate	4.0	4.5	2.6		
FARGO-MOORHEAD SMSA					
Labor Force	73,620	73,100	74,300	0.7	-0.9
Employment	70,690	69,740	72,360	1.4	-2.3
Unemployment	2,930	3,360	1,940	-12.8	51.0
Unemployment Rate	4.0	4.6	2.6		
GRAND FORKS SMSA					
Labor Force	42,090	42,220	43,360	-0.3	-2.9
Employment	40,280	39,810	42,070	1.2	-4.3
Unemployment	1,810	2,410	1,290	-24.9	40.3
Unemployment Rate	4.3	5.7	3.0		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Oct. 1980	Sept. 1980	Oct. 1979	Percent Change from Sept. 1980	Percent Change from Oct. 1979
TOTAL	**63,350**	**61,670**	**64,790**	**2.7**	**-2.2**
Construction and Mining	3,960	3,900	5,100	1.5	-22.4
Manufacturing	4,650	4,610	5,340	0.9	-12.9
Durable Goods	2,160	2,180	2,860	-0.9	-24.5
Nondurable Goods	2,490	2,430	2,480	2.5	0.4
Food and Kindred Products	1,680	1,640	1,680	2.4	-0-
Other Nondurable Goods	810	790	800	2.5	1.3
Transportation, Comm. and Public Utilities	4,190	4,130	4,240	1.5	-1.2
Wholesale Trade	6,330	6,280	6,550	0.8	-3.4
Retail Trade	12,480	12,520	12,780	-0.3	-2.3
Finance, Insurance, and Real Estate	3,840	3,850	3,770	-0.3	1.9
Services	14,660	13,700	14,010	7.0	4.6
Government	13,240	12,680	13,000	4.4	1.8
Federal	2,140	2,120	2,010	0.9	6.5
State and Local	11,100	10,560	10,990	5.1	1.0
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**36,440**	**35,290**	**37,870**	**3.3**	**-3.8**
Construction and Mining	1,770	1,820	2,350	-2.7	-24.7
Manufacturing	2,040	1,890	2,850	7.9	-28.4
Transportation, Comm. and Public Utilities	2,860	2,780	2,770	2.9	3.2
Wholesale Trade	2,240	2,230	2,400	0.4	-6.7
Retail Trade	8,160	8,250	8,550	-1.1	-4.6
Finance, Insurance, and Real Estate	1,500	1,460	1,490	2.7	0.7
Services	7,240	7,110	7,080	1.8	2.3
Government	10,630	9,750	10,380	9.0	2.4

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
United States									
Total Manufacturing	296.96	295.32	274.85	39.7	39.8	40.3	7.48	7.42	6.82
Durable	322.00	318.79	295.80	40.2	40.2	40.8	8.01	7.93	7.25
Nondurable	261.69	261.19	241.92	39.0	39.1	39.4	6.71	6.68	6.14
Food & Kindred	276.61	279.28	254.40	39.8	40.3	40.0	6.95	6.93	6.36
Printing & Publishing	286.41	287.96	264.75	37.1	37.3	37.5	7.72	7.72	7.06
North Dakota									
Total Manufacturing	261.51	265.48	255.02	38.8	38.7	41.0	6.74	6.86	6.22
Durable	267.54	269.19	258.34	39.0	38.9	41.6	6.86	6.92	6.21
Nondurable	255.53	262.48	251.47	38.6	38.6	40.3	6.62	6.80	6.24
Food & Kindred	272.02	284.31	278.85	40.6	40.5	42.9	6.70	7.02	6.50
Printing & Publishing	214.25	217.51	206.92	33.9	34.2	35.8	6.32	6.36	5.78
Fargo-Moorhead SMSA									
Total Manufacturing	291.30	283.36	286.62	39.1	38.5	42.4	7.45	7.36	6.76
Durable	298.32	291.02	278.97	38.1	37.6	41.7	7.83	7.74	6.69
Nondurable	284.31	275.41	298.41	40.1	39.4	43.5	7.09	6.99	6.86

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
North Dakota									
Mining	4.3	4.2	3.3	3.5	4.2	2.7	0.8	0.0	0.2
Manufacturing	5.7	5.4	10.7	2.4	2.4	7.7	3.1	3.0	2.8
Fargo-Moorhead SMSA									
Manufacturing	3.5	5.2	12.4	2.6	2.0	6.2	0.6	2.7	5.9

Separation Rates

	Total			Quits			Layoffs		
	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979	Oct. 1980	Sept. 1980	Oct. 1979
North Dakota									
Mining	2.7	3.6	2.7	2.0	2.4	2.3	0.0	0.0	0.0
Manufacturing	4.1	5.0	5.7	1.3	2.1	3.9	2.1	2.1	1.1
Fargo-Moorhead SMSA									
Manufacturing	3.9	5.0	5.2	1.3	2.2	3.6	1.5	1.2	0.7

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Oct. 1980	Sept. 1980	Oct. 1979	Percent Change from Sept. 1980	Percent Change from Oct. 1979
TOTAL	**251,950**	**249,090**	**251,450**	**1.1**	**0.2**
MINING	**7,660**	**7,600**	**5,780**	**0.8**	**32.5**
Coal	1,130	1,130	1,050	-0-	7.6
Crude Petroleum and Natural Gas	6,130	6,070	4,300	1.0	42.6
Other Mining	400	400	430	-0-	-7.0
CONSTRUCTION	**16,900**	**16,970**	**21,980**	**-0.4**	**-23.1**
Building Construction	4,330	4,310	6,670	0.5	-35.1
Street, Highway and Heavy Construction	4,900	5,010	6,300	-2.2	-22.2
Special Trade Construction	7,670	7,650	9,010	0.3	-14.9
MANUFACTURING	**15,520**	**14,770**	**17,510**	**5.1**	**-11.4**
Durable Goods	7,250	7,220	9,030	0.4	-19.7
Stone, Clay and Glass	1,250	1,300	1,320	-3.8	-5.3
Primary and Fabricated Metals	750	740	880	1.4	-14.8
Machinery and Transportation Equipment	4,470	4,430	5,860	0.9	-23.7
Other Durable Goods	780	750	970	4.0	-19.6
Nondurable Goods	8,270	7,550	8,480	9.5	-2.5
Food and Kindred Products	4,550	3,970	4,790	14.6	-5.0
Dairy Products	940	900	860	4.4	9.3
Food Specialties, Sugar and Confectionery Products	1,700	1,200	2,270	41.7	-25.1
Bakery Products	470	470	500	-0-	-6.0
Other Food and Kindred Products	1,440	1,400	1,160	2.9	24.1
Printing and Publishing	2,200	2,150	2,170	2.3	1.4
Other Nondurable Goods	1,520	1,430	1,520	6.3	-0-
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,240**	**16,790**	**16,700**	**2.7**	**3.2**
Transportation	9,500	9,060	9,160	4.9	3.7
Railroads	3,500	3,430	3,580	2.0	-2.2
Trucking and Warehousing	4,640	4,300	4,250	7.9	9.2
Other Transportation	1,360	1,330	1,330	2.3	2.3
Communications	3,860	3,860	3,890	-0-	-0.8
Public Utilities	3,880	3,870	3,650	0.3	6.3
WHOLESALE TRADE	**22,530**	**22,590**	**21,910**	**-0.3**	**2.8**
Durable Goods	11,590	11,730	11,290	-1.2	2.7
Nondurable Goods	10,940	10,860	10,620	0.7	3.0
RETAIL TRADE	**47,930**	**48,120**	**46,850**	**-0.4**	**2.3**
General Merchandise	6,100	5,850	6,000	4.3	1.7
Food Stores	6,620	6,610	6,300	0.2	5.1
Automotive Dealers and Service Stations	7,060	7,060	7,120	-0-	-0.8
Apparel and Accessory Stores	2,830	2,830	2,880	-0-	-1.7
Other Retail	25,320	25,770	24,550	-1.7	3.1
FINANCE, INSURANCE, AND REAL ESTATE	**11,450**	**11,450**	**11,100**	**-0-**	**3.2**
Finance	6,220	6,170	5,960	0.8	4.4
Banking	4,170	4,160	4,040	0.2	3.2
Other Finance	2,050	2,010	1,920	2.0	6.8
Insurance	3,500	3,510	3,350	-0.3	4.5
Real Estate	1,730	1,770	1,790	-2.3	-3.4
SERVICES	**50,800**	**50,690**	**48,420**	**0.2**	**4.9**
Lodging	4,690	4,670	4,500	0.4	4.2
Nursing and Personal Care	5,720	5,690	5,370	0.5	6.5
Hospitals	11,600	11,590	10,880	0.1	6.6
Other Medical	4,590	4,560	4,400	0.7	4.3
Other Services	24,200	24,180	23,270	0.1	4.0
GOVERNMENT	**61,920**	**60,110**	**61,200**	**3.0**	**1.2**
Federal Government	9,770	9,680	9,660	0.9	1.1
State Government	17,210	16,100	16,890	6.9	1.9
Educational Services	11,190	9,930	10,800	12.7	3.6
Other State Government	6,020	6,170	6,090	-2.4	-1.1
Local Government	34,940	34,330	34,650	1.8	0.8
Educational Services	17,000	16,130	16,620	5.4	2.3
Other Local Government	17,940	18,200	18,030	-1.4	-0.5

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Oct. 1980	Sept. 1980	Oct. 1979	Percentage Change from Sept. 1980	Percentage Change from Oct. 1979
All Commodities	235.5	277.0	274.1	245.6	1.1	12.8
Farm Products and Processed Foods and Feeds	229.8	258.8	256.3	230.6	1.0	12.2
Industrial Commodities	236.4	281.2	278.2	249.0	1.1	12.9

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—account of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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